



Equal Opportunity News



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It's not just another program....It's a way

Volume 04-08 EEO assistance line 596-0602 of life assistance line 596-0604 Apr 2008

Civilian EEO information

Dear Miss Millie,

As one of many supervisors on the installation, I often think that we're prevented from taking needed personnel actions because some of us get intimidated by employees who use a barrage of grievances, EEO complaints, whistle blowing, letters to Congress and other means to bully us to gain an advantage and make us afraid to discipline them, RIF them, reassign them, non-select them or remove them, even for legitimate reasons. Do you have any tips on how we can properly defend ourselves when retaliation is alleged?

Sincerely,

Feeling

Bullied

Dear Bullied,

In Fiscal Year 2007, EEOC received 26,663 charges of retaliation discrimination based on all statutes enforced by EEOC. The EEOC resolved 22,265 retaliation charges in 2007, more than were filed during the course of the Fiscal Year, and recovered more than \$124 million in monetary benefits for charging parties and other aggrieved individuals (not including monetary benefits obtained through litigation).

Retaliation is a very big issue in the federal workplace. When it comes to the Army properly defending its actions, the first line of defense is ensuring that the Army's supervisors and managers are well-trained in their obligations under the law. They need to be very clear that they cannot take it personally if an employee uses the EEO

misuses a government credit card. If the supervisor takes any sort of action against the employee, a reprisal complaint is sure to follow. So, the first instinct is to simply do nothing. Then you wind up with two sets of work rules -- one for employees who file complaints and one for everyone else.

When there is a need for a personnel action in a potential reprisal situation, follow these tips:

- 1.** Do not back away from a legitimate action. If you do not deal with a performance or conduct issue, you are condoning the behavior. This will only make it harder to deal with the situation later.
- 2.** Do not needlessly delay decisions. Timing is an important factor. The longer you delay an otherwise sound personnel decision, the less legitimate it looks and the greater the chance for an employee to establish a presumption of reprisal.
- 3.** Be consistent. Your ultimate defense against any reprisal allegation is that you have treated everyone else the same way -- or that you have made the same or similar decisions with employees who did not file complaints.
- 4.** Always be prepared to back up your decision with legitimate non-retaliatory reasons. Remember: the legitimacy of the action always outweighs any possible motivation for reprisal. No matter what evidence may exist of retaliatory motive on your part, your ability to prove the legitimacy and soundness of the action will overcome any presumptions of reprisal.

Sincerely,

Ms. Millie

C02 Word of the Month: Courtesy



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Military EO information

The Commanders role with EO

The Commanders are the EO officers for their units. They are assisted by the unit's chain of command, the Equal Opportunity Leader (EOL), and the Equal Opportunity Adviser (EOA) Both the EOL and EOA can and should advise commanders on EO matters. All Commanders have the following responsibilities:

- Be a positive role model in EO matters. Lead by example.
- Address all issues with commitment. Keep the process free from personal bias.
- Develop and implement the EO Program.
- Identify discriminatory practices which effect Soldiers and their families and start corrective actions, to include follow up actions.
- Promote EO and interpersonal harmony for all Soldiers and their family members.
- Conduct sequential and progressive EO training, be an active member of all training events. Don't settle for substandard training. Provide intent and ensure that it is adhered to.
- Monitor and assess how well the unit EO Program is operated, by use of interviews, focus groups and surveys.
- Ensure prompt follow up and appropriate actions to resolve complaints of discrimination and sexual harassment.
- Post clear and accessible policy statements. Consider policy awareness as an integral part of newly assigned Soldiers and DOD employees.
- Provide feedback to members of your organization with regards to complaints, Command Climate Surveys.

Equal Opportunity Leaders Course (EOLC) & Consideration of Others (CO2)

EOLC Schedule

2 - 12 June 2008
July 2008

Consideration of Others

15-16

2 - 12 September 2008

TBD

Attendance for EOLC

Application for EOLC (click on hyperlink)

Student's will down DOWNLOAD Student's Guide and bring to class.

All names of Soldiers assigned to MANSCEN must submit completed application to their respective Brigade S-3.

All names of Soldiers assigned to a tenant organization or an organization outside of Fort Leonard Wood can contact the Fort Leonard Wood Equal Opportunity Office at DSN 581-0601 or commercial (573) 596-

0131 Ext. 6-0601. You can also obtain more information by visiting <http://www.wood.army.mil/eop/>

POSH Training: New arrivals to FLW will conduct combined POSH & SAPR training at Building 470, Room 2224 every FRIDAY (except training holidays)



0900	E-1-E-6	0800-
1000	E-7 and Above	0900-
1130	All ranks SAPR	1000-

All new arrivals must attend training within 30 days after arrival. FLW Policy letter # 05-07. The prevention of sexual harassment is a commander's